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Area Wage Survey
Western and Northern Massachusetts
March 1985

U.S. Department of Labor
Bureau of Labor Statistics
Summary
May 1985

This summary presents results of a March 1985 survey of occupational wages and supplementary benefits in the Western and Northern Massachusetts area, which consists of Berkshire, Essex, Franklin, Hampden, Hampshire, Middlesex, and Worcester Counties, except cities and towns included in Boston, Worcester, and Providence-Warwick-Pawtucket Standard Metropolitan Statistical Areas. This is 1 of 99 areas which the Bureau of Labor Statistics surveys at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 71 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 158 establishments employing 102,585 workers was selected to represent 1,315 establishments employing 277,771 workers in the area. (See table 5 for further information on the scope of the survey.) Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and health, insurance, and pension plans for nonsupervisory production and related workers and office workers.

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

New or revised occupational descriptions are being introduced in this survey for word processors, motor vehicle mechanics (formerly maintenance mechanics, motor vehicles), and material handling laborers.

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Table 1. Hourly earnings[1] of selected occupations in Western and Northern Massachusetts, March 1985

Occupation[2]	Number of workers	Hourly earnings (all workers)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 and over
Secretaries	2,998	8.72	8.50	7.52– 9.88	–	–	–	10	24	39	121	158	361	402	347	316	304	235	202	200	156	23	58	20	14	5	3
Secretaries I	539	6.99	7.00	6.39– 7.45	–	–	–	10	19	32	86	106	158	62	34	13	12	5	2	–	–	–	–	–	–	–	–
Secretaries II	529	7.91	7.70	7.40– 8.38	–	–	–	–	5	6	17	24	105	169	97	36	28	13	22	7	–	–	1	1	–	–	–
Secretaries III	1,373	8.89	8.83	8.10– 9.67	–	–	–	–	–	1	18	28	98	167	192	236	220	190	107	85	27	2	1	1	–	–	–
Secretaries IV	414	10.57	10.75	9.74–11.17	–	–	–	–	–	–	–	–	–	4	24	29	33	24	67	89	53	18	48	15	10	–	–
Secretaries V	143	11.30	11.18	10.80–11.49	–	–	–	–	–	–	–	–	–	–	–	2	11	3	4	19	76	3	9	4	4	5	3
Typists	221	6.86	6.38	5.50– 8.01	–	–	–	13	10	30	16	60	4	10	16	11	3	46	1	1	–	–	–	–	–	–	–
Typists I	122	5.82	5.61	5.00– 6.29	–	–	–	13	10	30	13	36	–	10	2	7	–	–	1	–	–	–	–	–	–	–	–
Typists II	99	8.14	8.62	6.46– 9.45	–	–	–	–	–	–	3	24	4	–	14	4	3	46	–	1	–	–	–	–	–	–	–
Word processors	200	6.69	6.75	6.20– 7.14	–	–	–	11	9	14	42	54	36	16	6	10	–	2	–	–	–	–	–	–	–	–	–
Word processors I	151	6.48	6.67	6.00– 6.98	–	–	–	11	8	12	40	44	18	12	6	–	10	–	2	–	–	–	–	–	–	–	–
Word processors II	49	7.37	7.04	6.93– 7.99	–	–	–	–	1	2	2	10	18	4	–	10	–	2	–	–	–	–	–	–	–	–	–
File clerks	194	5.68	5.73	5.03– 6.22	–	–	–	20	12	45	41	64	6	2	1	1	–	2	–	–	–	–	–	–	–	–	–
File clerks I	112	5.31	5.07	4.78– 5.82	–	–	–	20	12	29	26	22	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–
File clerks II	77	6.11	6.07	5.60– 6.45	–	–	–	–	–	16	15	41	3	–	–	–	–	2	–	–	–	–	–	–	–	–	–
Receptionists	61	6.42	6.31	5.83– 7.02	–	–	–	–	6	4	9	15	10	8	5	1	1	1	1	–	–	–	–	–	–	–	–
Switchboard operators	131	6.51	6.56	5.44– 7.30	–	–	–	6	23	6	3	21	17	29	10	5	7	2	1	1	–	–	–	–	–	–	–
Key entry operators	936	6.66	6.60	5.95– 7.13	–	–	–	8	28	55	145	205	194	150	75	32	6	24	2	6	6	–	–	–	–	–	–
Key entry operators I	491	6.19	6.20	5.62– 6.51	–	–	–	8	27	43	120	161	76	26	11	1	–	18	–	–	–	–	–	–	–	–	–
Key entry operators II	445	7.17	7.07	6.75– 7.63	–	–	–	–	1	12	25	44	118	124	64	31	6	6	2	6	6	–	–	–	–	–	–
Computer operators	827	8.36	8.17	7.11– 9.13	–	–	–	–	12	21	16	44	79	129	67	117	108	83	30	19	20	20	4	16	17	20	2	3
Computer operators I	477	7.39	7.29	6.57– 8.17	–	–	–	–	12	21	16	41	78	119	35	77	33	34	2	1	–	8	–	–	–	–	–	–
Computer operators II	234	9.12	8.72	8.26– 9.32	–	–	–	–	–	–	–	3	1	10	26	35	70	36	10	5	3	7	1	13	4	8	–	–
Computer operators III	116	10.65	10.51	9.58–12.75	–	–	–	–	–	–	–	–	–	–	4	5	5	13	18	13	17	5	3	3	13	12	2	3
Peripheral equipment operators	10	8.51	8.55	– –	–	–	–	–	–	–	–	–	–	5	–	–	–	–	5	–	–	–	–	–	–	–	–	–
Computer data librarians	48	7.52	7.75	7.22– 7.75	–	–	–	1	–	1	4	2	10	24	1	3	–	1	1	–	–	–	–	–	–	–	–	–
Drafters	680	10.52	10.33	8.53–12.39	–	–	–	–	–	17	–	13	24	42	28	33	29	89	20	64	31	45	21	61	12	73	59	19
Drafters II	63	7.27	7.25	6.74– 7.50	–	–	–	–	–	–	–	8	18	20	5	5	5	1	1	–	–	11	–	–	–	–	–	–
Drafters III	206	8.93	9.13	8.00–10.07	–	–	–	–	–	–	–	1	6	20	23	24	16	59	–	46	–	–	–	–	–	5	–	6
Drafters IV	166	10.68	10.73	9.28–11.50	–	–	–	–	–	–	–	–	–	2	–	4	8	29	19	10	23	24	17	18	1	–	–	–
Drafters V	224	13.28	13.61	12.37–14.03	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	8	10	4	43	11	88	59	13
Electronics technicians	2,036	10.39	10.15	9.21–11.34	–	–	–	–	–	–	–	14	8	135	81	99	113	147	303	352	147	159	60	112	72	59	152	3
Electronics technicians I	436	8.36	7.88	7.18– 9.03	–	–	–	–	–	–	–	14	8	133	77	39	52	37	20	15	3	20	–	–	18	–	–	–
Electronics technicians II	609	9.86	9.76	9.15–10.38	–	–	–	–	–	–	–	–	–	2	4	54	55	95	138	119	41	17	11	69	3	–	1	–
Electronics technicians III	991	11.54	11.00	10.15–12.82	–	–	–	–	–	–	–	–	–	–	–	6	6	15	145	218	103	122	69	43	51	59	151	3
Maintenance carpenters	201	9.68	9.35	8.16–10.65	–	–	–	–	–	–	–	–	–	7	25	41	13	21	10	28	9	19	2	3	15	6	2	–
Maintenance electricians	464	11.03	10.45	9.75–12.52	–	–	–	–	–	–	–	–	–	–	17	7	45	33	26	108	27	51	19	13	35	15	66	–
Maintenance painters	67	10.30	9.85	8.56–12.29	–	–	–	–	–	–	–	–	6	2	5	1	6	5	11	–	–	10	1	12	–	3	5	–
Maintenance machinists	395	11.00	10.40	9.95–11.50	–	–	–	–	–	–	–	–	–	–	–	29	7	29	55	132	22	16	16	–	1	36	52	–
Maintenance mechanics (machinery)	848	9.08	8.65	8.00–10.00	–	–	–	–	–	–	–	–	–	67	119	176	93	60	51	167	33	59	18	3	–	–	2	–
Maintenance pipefitters	121	11.84	11.36	10.58–13.75	–	–	–	–	–	–	–	–	–	–	–	11	14	–	–	5	3	28	3	1	1	28	27	–
Motor vehicle mechanics	223	9.99	9.59	8.00–12.47	–	–	–	–	–	–	–	–	–	24	25	42	4	14	4	15	16	6	4	24	18	12	13	–
General maintenance workers	597	7.29	7.28	6.20– 8.17	–	–	–	20	31	62	97	61	59	63	75	37	18	74	–	–	–	–	–	–	–	–	–	–
Tool and die makers	529	11.74	11.52	10.01–13.43	–	–	–	–	–	–	–	–	–	–	–	17	38	51	26	66	27	28	42	7	37	117	73	–
Stationary engineers	108	11.30	12.10	10.40–12.25	–	–	–	–	–	–	–	–	–	–	–	–	8	–	1	35	4	3	2	52	2	1	–	–

See footnotes at end of table.

Table 1. Hourly earnings[1] of selected occupations in Western and Northern Massachusetts, March 1985 —Continued

Occupation[2]	Number of workers	Hourly earnings (all workers)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 and over
Truckdrivers	2,049	8.98	8.50	7.25–10.17	–	17	–	33	80	59	71	188	149	53	369	82	77	69	365	44	40	97	90	–	88	100	–
Truckdrivers, light truck	358	6.58	6.45	5.00– 8.20	–	17	–	33	74	30	33	30	34	15	14	35	31	4	7	–	–	1	–	–	–	–	–
Truckdrivers, medium truck	812	9.09	9.49	7.00–10.17	–	–	–	–	6	–	38	156	82	32	67	22	19	13	249	36	–	–	–	–	8	86	–
Truckdrivers, heavy truck	198	9.60	9.48	7.25–12.47	–	–	–	–	–	29	–	–	31	6	25	2	9	11	4	–	1	–	80	–	–	–	–
Truckdrivers, tractor-trailer	679	9.93	9.59	8.25–11.83	–	–	–	–	–	–	–	–	2	–	263	20	18	41	105	8	39	96	10	–	62	14	–
Shipping packers	786	6.37	6.06	5.50– 6.99	–	51	56	14	30	156	146	150	20	14	73	13	–	55	–	8	–	–	–	–	–	–	–
Material handling laborers	1,305	6.51	5.91	5.25– 7.35	–	20	67	133	208	255	121	142	42	84	8	4	84	65	88	3	1	–	–	–	20	–	–
Forklift operators	929	8.34	8.45	7.50– 8.72	–	–	–	–	97	–	47	33	44	121	142	222	51	47	9	55	41	–	–	–	–	–	–
Guards	1,234	5.47	4.35	3.60– 7.17	150	340	174	99	30	20	30	55	85	47	38	10	3	114	17	10	–	12	–	–	–	–	–
Guards I	1,131	5.20	4.35	3.55– 6.72	150	340	174	99	30	19	16	55	73	34	16	–	–	113	–	–	–	12	–	–	–	–	–
Guards II	103	8.43	8.19	7.48–10.14	–	–	–	–	–	1	14	–	12	13	22	10	3	1	17	10	–	–	–	–	–	–	–
Janitors, porters, and cleaners	2,089	5.82	5.62	4.24– 6.92	319	131	92	307	126	199	194	219	87	129	55	25	149	–	32	–	25	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Cost of living allowances and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Table 2. Annual paid holidays for full-time workers in Western and Northern Massachusetts, March 1985

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	2	1
In establishments providing paid holidays	98	99
Number of holidays:		
2 half days	(1)	-
1 holiday	(1)	-
4 holidays	(1)	(1)
5 holidays	(1)	(1)
6 holidays	2	(1)
7 holidays	1	1
Plus 1 half day	1	1
Plus 2 half days	1	(1)
8 holidays	6	2
Plus 2 half days	1	(1)
9 holidays	13	11
Plus 3 half days	(1)	-
10 holidays	25	38
Plus 1 half day	2	2
Plus 2 half days	2	1
11 holidays	19	17
Plus 1 half day	-	(1)
12 holidays	14	19
Plus 1 half day	1	3
Plus 2 half days	-	(1)
13 holidays	3	1
14 holidays	5	2
Average number of paid holidays where provided (in days)	10.4	10.6

[1] Less than 0.5 percent.
Note: Because of rounding, sums of individual items may not equal totals.

[1] Less than 0.5 percent.
Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Western and Northern Massachusetts, March 1985

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	2	(2)
In establishments providing paid vacations	98	99
Length-of-time payment	89	96
Percentage payment	9	2
By vacation pay provisions for:[3]		
6 months of service:		
Under 1 week	15	3
1 week	35	57
Over 1 and under 2 weeks	8	5
2 weeks	1	8
1 year of service:		
1 week	48	23
Over 1 and under 2 weeks	3	(2)
2 weeks	42	75
Over 2 and under 3 weeks	3	1
3 weeks	2	1
2 years of service:		
1 week	12	3
Over 1 and under 2 weeks	4	2
2 weeks	73	92
Over 2 and under 3 weeks	5	2
3 weeks	3	1
3 years of service:		
1 week	1	(2)
Over 1 and under 2 weeks	5	2
2 weeks	80	91
Over 2 and under 3 weeks	8	4
3 weeks	4	2
5 years of service:		
1 week	(2)	(2)
Over 1 and under 2 weeks	2	1
2 weeks	59	38
Over 2 and under 3 weeks	12	16
3 weeks	24	44
Over 3 and under 4 weeks	1	–
4 weeks	–	1
10 years of service:		
1 week	(2)	(2)
2 weeks	7	2
Over 2 and under 3 weeks	2	2
3 weeks	75	72
Over 3 and under 4 weeks	5	7
4 weeks	9	17
15 years of service:		
1 week	(2)	(2)
2 weeks	5	1
3 weeks	29	17
Over 3 and under 4 weeks	6	8
4 weeks	55	74
Over 4 and under 5 weeks	3	(2)
5 weeks	(2)	(2)
20 years of service:		
1 week	(2)	(2)
2 weeks	5	1
3 weeks	17	8
4 weeks	56	67
Over 4 and under 5 weeks	6	4
5 weeks	14	19
Over 5 and under 6 weeks	(2)	–
25 years of service:		
1 week	(2)	(2)
2 weeks	5	1
3 weeks	15	7
4 weeks	35	44
Over 4 and under 5 weeks	4	8
5 weeks	35	40
Over 5 and under 6 weeks	3	–
6 weeks	1	(2)
30 years of service:		
1 week	(2)	(2)
2 weeks	5	1
3 weeks	15	7
4 weeks	32	42
Over 4 and under 5 weeks	2	8
5 weeks	35	35
Over 5 and under 6 weeks	4	2
6 weeks	5	6
Maximum vacation available:		
1 week	(2)	(2)
2 weeks	5	1
3 weeks	15	7
4 weeks	32	42
Over 4 and under 5 weeks	2	2
5 weeks	33	34
Over 5 and under 6 weeks	4	6
6 weeks	5	6
Over 6 and under 7 weeks	2	1

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Health, insurance, and pension plans offered to full-time workers in Western and Northern Massachusetts, March 1965

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	98	99
Life insurance	93	98
Noncontributory plans	79	82
Accidental death and dismemberment insurance	81	88
Noncontributory plans	68	73
Sickness and accident insurance or sick leave or both[2]	91	98
Sickness and accident insurance	78	72
Noncontributory plans	71	61
Sick leave (full pay and no waiting period)	47	77
Sick leave (partial pay or waiting period)	1	[3]
Long-term disability insurance	30	41
Noncontributory plans	24	28
Hospitalization insurance	98	99
Noncontributory plans	53	60
Surgical insurance	98	99
Noncontributory plans	53	60
Medical insurance	98	99
Noncontributory plans	53	60
Major medical insurance	97	99
Noncontributory plans	51	60
Dental insurance	49	68
Noncontributory plans	34	49
Health maintenance organization	40	66
Noncontributory plans	22	35
Retirement pension	77	84
Noncontributory plans	58	69

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, social security, and railroad retirement.

[2] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

[3] Less than 0.5 percent.

Table 5. Establishments and workers within scope of survey and number studied in Western and Northern Massachusetts,[1] March 1985

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
				Within scope of survey				Studied[4]
		Within scope of survey[3]	Studied	Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	1,315	158	277,771	100	132,746	40,615	102,585
Manufacturing	50	673	66	184,606	66	107,566	25,951	79,292
Nonmanufacturing[5]	50	642	92	93,163	34	25,180	14,664	23,293

[1] The Western and Northern Massachusetts area consists of Berkshire, Essex, Franklin, Hampden, Hampshire, Middlesex, and Worcester Counties, except cities and towns included in Boston, Worcester, and Providence-Warwick-Pawtucket Standard Metropolitan Statistical Areas. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other statistical series for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets of companies in such industries as trade, finance, auto repair service, and motion picture theaters (within a Standard Metropolitan Statistical Area or nonmetropolitan county) are considered as one establishment.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; laundries and other personal services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); engineering and architectural services; and miscellaneous business services. Major industries excluded from this survey are agriculture; mining; construction; some services (notably educational institutions and medical services); and government operations.

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District of Columbia
Maryland
Pennsylvania
Virginia
West Virginia

Region IV

Suite 540
1371 Peachtree St., NE
Atlanta, GA 30367
Phone: 881-4418 (Area Code 404)

Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V

9th Floor, 230 S. Dearborn St.
Chicago, IL 60604
Phone: 353-1880 (Area Code 312)

Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI

U.S. Department of Labor
Bureau of Labor Statistics
Federal Building
525 Griffin Street, Rm. 221
Dallas, TX 75202
Phone: 767-6971 (Area Code 214)

Arkansas
Louisiana
New Mexico
Oklahoma
Texas

Regions VII and VIII

Federal Office Building
911 Walnut St., 15 th Floor
Kansas City, MO 64106
Phone: 374-2481 (Area Code 816)

VII

Iowa
Kansas
Missouri
Nebraska

VIII

Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X

450 Golden Gate Ave.
Box 36017
San Francisco, CA 94102
Phone: 556-4678 (Area Code 415)

IX

Arizona
California
Hawaii
Nevada

X

Alaska
Idaho
Oregon
Washington

GPO 921-464